

UNITED STATES CIVIL SERVICE COMMISSION
Office of the Executive Director
Interagency Advisory Group
1900 E Street, N.W.
Washington, D.C. 20415

Minutes of the IAG Committee on
Intergovernmental Personnel Programs

May 12, 1976

Mr. Joseph Robertson, Director of the Bureau of Intergovernmental Personnel Programs, and Chairman of this IAG Committee opened the Committee's first meeting with a review of some of the factors leading to the Committee's establishment. In terms of salary costs alone, the IPA mobility program represents a public expenditure of nearly \$80 million, of which the national government has paid over 60%. When fringe benefits and relocation expenses are included, the program's dollar costs exceed \$100 million.

In addition to the fact that the mobility program represents a significant expenditure, Congress has expressed increasing concern over how the program is being administered. During the past two years, the General Accounting Office has conducted two studies of the IPA mobility program. Last year, the Manpower and Housing Subcommittee of the House Committee on Government Operations held a series of hearings which focused in part on the operation of the IPA mobility program. In the Committee's final report, it was recommended that the Commission improve systems used to monitor mobility program activities.

Finally, the Office of Management and Budget has requested the Commission undertake an evaluation of the mobility program. Since the head of each agency, including his or her designees, has the authority to enter into mobility agreements with State or local governments, institutions of higher education or Indian tribal governments, it is essential that these agencies be closely involved in Commission evaluation activities.

Mr. Robertson then reviewed the Committee's Charter. The Charter suggests that the Committee focus on the following areas:

- the IPA mobility program
- faculty fellowship programs - those co-sponsored by the Commission as well as those carried out by other agencies and organizations
- intergovernmental training, as authorized under Title III of the Intergovernmental Personnel Act

- college and university relations, special emphasis on establishment of Federal agency contacts for the various academic activities.

There was some discussion of college and university relations activities. Mr. Robertson and Sy Pranger, Director of Personnel of the Department of Agriculture, reviewed with the full committee recent Civil Service Commission efforts designed to improve government-university relations. One issue growing out of both formal and informal meetings with college and university officials is their desire to have a central point of contact in each agency. These contact points would assist college and university officials in locating the specific office or program with which they should be working. Mr. Robertson and Mr. Pranger recently participated in a two-day meeting, hosted by the Civil Service Commission, in which about twenty deans of selected graduate schools of business and public administration participated along with key Federal officials.

Mr. Robertson then directed the Committee's attention to a tentative agenda. This agenda included the following items:

- Revise mobility guidelines and FPM Chapter 334.
- Update agency policy guidance on mobility program.
- Evaluate results of questionnaires on the effectiveness of mobility assignments.
- Identify job slots for faculty fellows.
- Design follow-up effort to improve communications with college and university deans.

Frederic Newman from Army, Clay Joseph representing the Office of the Secretary of Defense, and Ann Elledge from the Department of Health, Education, and Welfare, discussed some of the major points which should be examined in reviewing and then revising program materials. In addition to GAO recommendations, some other issues which must be addressed include:

- the definition of a State, local or academic employee to preclude less than full-time personnel or personnel who have not worked for any time with the mobility employer;
- how to preclude back-to-back mobility assignments;
- advisability of establishing a maximum amount of time a person could spend on mobility assignments during his or her career; and
- the development of a new agreement form.

The Office of Faculty Fellows and Personnel Mobility, BIPP, will contact individuals to serve on working groups to develop these materials. Suggestions for changes have already been received from the following departments: Interior, HEW, HUD, and Transportation.

Al Huber of Commerce and Bob Lovegren of Interior raised a number of questions concerning the mobility program questionnaire. Andrew Boesel, Director of the Office of Faculty Fellows and Personnel Mobility, and Ms. Jo Anner Wilson of that office pointed out that questionnaires are being sent to all persons who have completed a mobility assignment and to all supervisors of these individuals while on the mobility assignment. After the initial backlog of assignments is cleared up, these questionnaires will continue to be sent out through FY 1976, the transition quarter, and FY 1977. To date over 2,000 persons have completed an assignment and about 1,500 questionnaires have been sent out.

Agencies will be contacted by the Office of Faculty Fellows and Personnel Mobility to assist in locating some employees who have been on a mobility assignment but may have subsequently moved or changed jobs. Agencies will be provided with information on results from their agency participants.

Al Fontes, Personnel Director of the Securities and Exchange Commission, requested information on the status of various amendments to the IPA. Mr. Robertson brought the group up-to-date on the legislative status.

The amendments have passed the House and are now pending before the Senate Government Operations Committee. Amendments affecting the IPA grant program are the subject of intense debate and thus it is unclear if there will be any Congressional action this year.

Amendments involving the IPA mobility program are identified in Attachment #1.

Each attendee was given a copy of the most recent report on the mobility program and the most up-to-date data analysis, as well as the GAO report and the Commission's response.

Mr. Robertson announced that he would like to meet fairly soon with about six of the personnel directors who would serve with him as a steering group for IPP Committee matters. He stated, also, that two small working groups will be set up as a result of this first meeting. One of the groups will assist in revising FPM Chapter 334, and is scheduled to meet on June 2. The other working group will help analyze the results of the mobility questionnaires now being circulated. A meeting date was not set.

The next quarterly meeting of the full Committee will be held during the third quarter of calendar year 1976.

Amendments to the IPA
Mobility Program

	<u>Senate Bill (S. 957)</u>	<u>House Bill (H.R. 4414)</u>	<u>Comments</u>
1. Exempts mobility assignees from Federal conflict of interest statutes in representations on behalf of State or local governments before any executive agency, other than their employing agency, or an executive agency with which employed in the year prior to current mobility assignment (amends section 3373 of title 5, U.S. Code).	Not Included	Included	This provision was deleted from S. 957 by Subcommittee action June 9, 1975
2. Retains certain employee benefits for D. C. Government employees and State Cooperative extension employees while on mobility assignment (amends section 3374(b) of title 5, U.S. Code).	Included	Included	Identical in both bills
3. Supplements pay of certain State and local employees on mobility assignment to establish equal pay for equal work (amends section 3374(c)(1) of title 5, U.S. Code).	Included	Included	Identical in both bills
4. Permits reimbursement for certain employer contributions to fringe benefits (retirement, life and health insurance) for mobility assignees (amends section 3374(c) of title 5, U.S. Code).	Included	Included (modified)	House bill limits total reimbursement for pay of any mobility assignee to not in excess of GS-18 (currently \$37,800).

	<u>Senate Bill (S. 957)</u>	<u>House Bill (H.R. 4414)</u>	<u>Comments</u>
5. Permits payment of up to \$200 for miscellaneous relocation expenses related to accepting a mobility assignment (amends section 3375(a) of title 5, U.S. Code).	Included	Included	Identical in both bills.
6. Includes the Trust Territory of the Pacific Islands in the Mobility Program (amends section 3371(1)(A) of title 5, U.S. Code).	Included	Included	Identical in both bills.
7. Excludes "Schedule C" employees from mobility assignments (amends section 3371 of title 5, U.S. Code).	Included	Not Included	Added by Senate Subcommittee June 9, 1975.
8. Establishes an obligated service requirement of at least one year or the length of assignment *..., for mobility assignees and requires the assignee to return to the executive agency or State or local government from which assigned (amends section 3372(a) of title 5, U.S. Code).	Included	Included	Senate bill: *"whichever is shorter" House bill: *"whichever is longer" Senate bill provides for waiver of this provision "for good and sufficient reason as determined by the agency".